

more acceptable event for the single mother who has kids at home. What would help a lot in this area is additional language in the Enzi proposal which is called "family time." It is resisted aggressively by the other side of the aisle, and I don't understand it.

We just heard an impassioned plea from the Senator from Connecticut about working moms, single mothers—especially single mothers in low-paying jobs who have a very difficult time maintaining the quality of their household and taking care of their kids. Yet they resist a proposal which all Federal employees have had the right to since 1978, which is called "family time." They stiff-arm the working mother in this country.

This may have been acceptable because the unions demanded that they do this back in the 1950s and 1960s, when there were not that many single mothers working in the workplace. But today there is a huge participation in the workplace from single mothers. Back in 1940, only 28 percent of the workplace were women. Today, 60 percent of the workplace are women. You have almost 7.3 million single mothers in the workplace, raising a family and trying to take care of their kids' needs at home. The Enzi proposal says to those mothers, if you want to, you can work out an agreement with an employer—the employer can't demand that you do it, it is entirely up to you to sign on to that agreement; it is at your discretion; you can't be compelled to participate in this—where 1 week you can work up to 10 extra hours and the next week you work 10 less hours.

Why is that important, especially to a single mother? Because they may have a child who is going to have to have some sort of operation, they may have a child who has some sporting event that goes on for a period of days, or has a rehearsal, or just a period in their life where that child needs their mother at home for a greater period of time. This doesn't just apply to single mothers, it applies to working families, husbands and wives, but it is a really important right a single mother should have in the workplace. It is so important, in fact, that we gave it to Federal employees back in 1978. Yet year in and year out the concept of family time has been resisted by the other side of the aisle.

They come forward with these statements of compassion, which are very compelling and which are well delivered—especially by the Senator from Connecticut for whom I have great regard—but if they truly believed in that they would have incorporated in their bill the flextime proposal which Senator ENZI has put in his proposal. That is where real compassion is. That is going to affect a lot of people. Literally millions of working parents will be positively impacted if the Enzi bill passes.

Sure, the minimum wage is important. But there are a lot more people who are going to be affected by the

family time language in this bill and improve their quality of life and their ability to raise their children well than by the increase in the minimum wage. The family time will apply to everybody who works in the workplace, especially—well, everybody who works on a fixed, 40-hour week.

If you want to look at the essence of what will really help an American family, and especially an American family with a single breadwinner in it—not a single breadwinner but a single person working, single mother specifically—if you want to look at what will really help that family, you have to look at the Enzi bill and the family time language.

Let me again explain what it does. It says, over a 2-week period, at the discretion of the working mother or the working father—or if they are both working, if they are together and they are both working—they can reach an agreement with their employer which says, 1 week I can work an extra 10 hours and, in exchange, the next week—or up to an extra 10 hours—I can work less 10 hours.

The impact of that is just huge on a family. It is not necessary they do it. They can continue their 40-hour week if they wish. But there are a lot of events that occur in the raising of children where you do need those extra hours to be at home, where you do need those extra hours to take your child on something that is really important to them—a trip or an event that maybe involves a number of days, a 3-day basketball tournament or a 3-day recital event, or maybe just a situation where you need that extra day to be at home and make sure your children have you there.

This opportunity, this benefit which we make available to all Federal employees, should clearly be available to people who are not in the Federal Government. Senator ENZI has, in a very reasonable way, put this language in his bill. I actually think this is much more important than the issue of this fight between the \$1.10 and the \$2 or \$2.05 or whatever, because it is going to impact so many more people. Just on this issue alone you should vote for the Enzi bill because if you really want to improve the quality of the workplace, especially for the single mother, this bill will do it through the family time language he has put in here.

I congratulate the Senator from Wyoming for bringing this package forward. I think this package, just because this language is in there, is dramatically better, dramatically more compassionate. We hear a lot of language about compassion. It is dramatically more attentive to the needs of children in this country and proper parenting of children in this country than the package that has been brought forward from the other side. Why don't we include this on the other side? We know why they don't: Because labor unions are against it. It is a knee-jerk reaction on the part of orga-

nized big labor to this language. But we should not allow that sort of knee-jerk reaction to control our ability to give working mothers and families the opportunity to have this sort of benefit, which will clearly improve the ability of those people to take care of their children and to raise their children and to be good parents and do what they want to do, in order to make sure they are available when their kids need them.

I congratulate the Senator from Wyoming. I think he has put together an excellent package. I hope everyone will support it.

I yield the remainder of my time to the Senator from Wyoming.

Mr. KENNEDY. Mr. President, how much time do I have?

The PRESIDING OFFICER (Mr. GRAHAM). The Senator has 16 minutes and 14 seconds.

Mr. KENNEDY. I yield myself 4 minutes.

I listened very carefully to the Senator from New Hampshire talk about flextime. Flextime is something that those of us on this side of the aisle support. But that is not what is in the bill. That is not what is in the bill. The Federal Government has what they call core time—core agency hours. That means that they have to work from 11 to 2 or 11 to 3, and then the other hours they can make the judgment whether they want to use that, in terms of flextime. That is the kind of proposal that makes some sense. That is what we would support. But that is not in this legislation.

The person who decides whether Mrs. Smith is going to get the time off to go to see her child's play or to see the ballgame is going to be the employer—period. Make no mistake about it. That is the way it is written here on page 4 of their legislation. If we are talking about providing a degree of flextime—we have been through this; we understand what it is—flextime is not the time that is allocated just by the employer when the employer makes the sole judgment and decision, as they do under the Enzi proposal—No. 1.

No. 2, the Senator from New Hampshire says, let's let that person work 50 hours a week this week and maybe 30 hours a week the next week. Here it is on page 4, which says:

in which more than 40 hours of the work requirement may occur in a week of the period, except that no more than 10 hours may be shifted between the 2 weeks involved.

That means you can work 50 hours 1 week and 30 hours at the present time. What is the current law? The current law is, if you work 50 hours 1 week and then 30 hours the second week, you get the overtime for the 10 hours here. Do you think that is in the Enzi proposal? No. It is not there. They have eliminated it. You work the extra hours and you don't get the extra pay. Some deal—some deal for someone. That is called flextime. If you can sell that, you can sell the Brooklyn Bridge.

This is what you are doing. Instead of giving the person the overtime, as has